

Policy



Policy Title: Statement on Diversity, Inclusion, and Equity	Category: Diversity
Accountable Dean or Director: Senior Associate Dean for Student Affairs	
Reviewed By: Student Affairs Subcommittee	Approved By: Executive Oversight Committee
Effective Dates: AY2022/23	Review Dates: TBD

RELEVANT LCME STANDARDS:

- 3.3 Diversity/Pipeline Programs and Partnerships
- 3.4 Anti-Discrimination Policy

PURPOSE AND SCOPE:

At ISMMS diversity embodies inclusiveness and values multiple perspectives. Diversity embraces and celebrates intersectional social identities including but not limited to race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, language, nationality, religion, geographic location, disability status, and age.

Inclusion fosters belonging, “connectedness,” respect and value for all. Inclusion considers differences in ideas, thoughts, opinions, experiences, beliefs and practices in all discussions and decision-making.

Equity is the experience of freedom from bias or favoritism, where everyone has the opportunity to attain their full potential and no one is disadvantaged or favored due to social position or other socially-determined circumstances.

ISMMS believes diversity, inclusion, and equity:

- are imperative to achieving excellence in all our missions
- create an environment of respect and affirmation of intersecting social identities and lived experiences
- allow our community of learners, educators, providers and investigators to use medicine, science, and policy as platforms for advocacy and social justice

We are committed to increasing and sustaining the representation of individuals underrepresented in medicine and science. We will focus our recruitment and retention efforts on students, residents and trainees, faculty, and staff who identify as Black, Latino/a, educationally and economically disadvantaged, and women. We will also be intentional in our efforts to create

an inclusive and welcoming environment for all LGBTQ identified students, faculty, residents and trainees, staff, and patients.

As individuals pursuing careers, or working in medicine and science, we have the obligation to be agents of change. We are committed to providing an authentic and intentionally diverse, inclusive, and equitable environment for all patients, students, residents and trainees, staff and faculty. Our goal is to be a health system that is free from racism and bias, in which healthcare is a human right and is accessible to all.

MOUNT SINAI HEALTH SYSTEM OFFICE FOR DIVERSITY AND INCLUSION:

The Office for Diversity and Inclusion (ODI) is a System-wide entity charged to support the Mount Sinai Health System (MSHS) in embracing the principles of diversity and inclusion as key drivers for excellence and innovation for unrivaled healthcare service delivery, medical and health education, and research. The ODI is organized into several units which include the [Patricia Levinson Center for Multicultural and Community Affairs](#), the [Center for Excellence in Youth Education](#), Corporate Health Services Affairs (CHSA), [Center for Antiracism in Practice](#), and the [Diversity Innovation Hub](#).

Visit ODI's [website](#) to learn more about the [CHSA](#) unit and resources, programs, and activities that support diversity and inclusion at MSHS.

ODI EXECUTIVE LEADERSHIP:

The ODI is led by Gary Butts, MD, who is the Executive Vice President, Chief Diversity Officer and Dean for Diversity Policy, Programs, and Community Affairs, and a Professor Pediatrics, Medical Education, and Preventive Medicine. The executive leadership team includes Dr. Butts; Dr. Ann-Gel Palermo, DrPH, MPH, Chief of Diversity, Equity, and Inclusion for Research, and Senior Associate Dean for Diversity, Equity, and Inclusion, and Associate Professor of Medical Education; and Pamela Abner, MPA, Vice President and Chief of Diversity, Equity, and Inclusion of Mount Sinai Hospital Groups.

For more information:

[Office for Diversity and Inclusion](#)

Tel: 646-605-8280

Fax: 646-605-3009

Email: diversity@mountsinai.org

THE PATRICIA S. LEVINSON CENTER FOR MULTICULTURAL AND COMMUNITY AFFAIRS (CMCA)

A unit of ODI, the Center for Multicultural and Community Affairs (CMCA) is the diversity center of the Icahn School of Medicine at Mount Sinai (ISMMS). The mission of CMCA is to eliminate health disparities through the use of innovative, integrative, and coordinated approaches in the areas of Community, Clinical Care, Education, and Research to improve the health of all populations by diversifying the health care workforce and influencing health policy

and research. The CMCA supports students and faculty from backgrounds underrepresented in medicine and science and advances diversity at all levels by directing innovative and coordinated approaches in the areas of educational pipeline programs, diversity affairs, school-wide diversity initiatives, and training and education programs focused on the intersection of medicine, science, and social justice through an urban health lens.

WHAT CMCA OFFERS STUDENTS:

Strong, multi-faceted partnerships with local community organizations that allow integration of community-oriented care, research, and service learning

- Teaching and instructional opportunities to educationally and economically disadvantaged youth through ODI's Center for Excellence in Youth Education
- Student Academic and Career Advisement, which supplement the existing faculty advisement program
- Faculty Advising for nearly all student groups involved in youth education, community engagement, service learning and advocacy, as well as affinity groups
- Research support and mentorship in collaboration with the Medical Student Research Office and the Arnhold Institute for Global Health in the areas of community engaged scholarship, and health disparities
- Access to faculty mentors for research and career advisement
- Educational resources on the intersection of race, racism, bias, culture, disability, sexual orientation and gender identity, spirituality, and medicine and health in medical education
- Student cubicle for students to check email and do limited printing and faxing
- Resources and advisement to students interested in service learning, community-engagement, policy and advocacy, and public and urban health issues
- ISMMS recruitment and outreach efforts to ensure a diverse applicant pool by coaching and mentoring for individuals interested in applying to ISMMS's MD and PhD programs; and for current students interested in graduate degree programs

For more information about CMCA, contact:

Center for Multicultural and Community Affairs (CMCA)

1468 Madison Avenue

Annenberg Building, 21st Floor, Room 21-70

Tel: 212-241-8276

Fax: 212-241-3594

Email: cmca@mssm.edu

Web page: icahn.mssm.edu/cmca

CENTER FOR EXCELLENCE IN YOUTH EDUCATION (CEYE):

A unit of ODI, the CEYE exposes and enriches hundreds of youth from underrepresented and or economically disadvantaged backgrounds to careers in science and medicine through hands-on curriculum and internships. Founded by Lloyd R. Sherman, EdD, in 1975, CEYE serves close to 300 students in grades 7 through the collegiate level each year. Uniquely situated in the real-time environment of the ISMMS, CEYE students are able to participate in challenging learning experiences that prepare them for future careers in the health professions. CEYE offers students teaching and instructional opportunities to youth participating in their programs.

For more information about CEYE, contact:

Center for Excellence in Youth Education (CEYE)

1468 Madison Avenue

Annenberg Building, Twelfth Floor, Rooms 12-35/36

Tel: 212-241-7655

Email: ceye@mssm.edu

Web page: icahn.mssm.edu/ceye

DIVERSITY INNOVATION HUB (DIH):

Housed in ODI, the Diversity Innovation Hub aims to facilitate and accelerate the participation of women and people of color in the health tech space; innovate the practice of diversity, innovation, and equity in academic medicine and health care; and initiate, accelerate, and launch innovative solutions to address social and structural determinants of health that perpetuate disparities in health and health care. The DIH offers the ISMMS Student Fellowship, a summer innovation fellowship at Mount Sinai which provides a comprehensive, educational and hands-on eight-week program focused on introducing interested underrepresented minority (URiSM) and female students at the Icahn School of Medicine to biodesign, healthcare venture capital, and technology fields early in their medical career

For more information about the Diversity Innovation Hub contact:

1468 Madison Avenue

Annenberg Building, 21st Floor, Room 21-70

Tel: 212-241-8276

Email: hi@dihub.com

Web page: www.dihub.co